

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, February 8, 2017
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Ed Mambruno, Secretary
Lisa Giliberto
Andrew Norton

Joseph Suggs
Shuana Tucker
Edith Pestana

Staff Present

Tanya Hughes, Executive Director
Cheryl Sharp, Deputy Director
Emily Melendez, Asst. Attorney General
Michelle D. Keuler, Commission Counsel III

Donna W. Brilliant, Regional Manager
Monica H. Richardson, Executive Secretary
Robin Fox, Commission Counsel III
Kim Jacobsen, Commission Counsel III

I. Chairperson, Cherron Payne, Presiding

The meeting convened at 2:05 p.m.

II. Secretary, Edward Mambruno

A motion was made by Commissioner Giliberto to approve the Minutes of the January 11, 2017 Regular Commission Meeting. It was seconded by Commissioner Suggs. The vote was 4 –Yes, 0 –No, and 1- Abstention. The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director, Cheryl Sharp: Central CT State University and Department of Energy and Environmental Protection.

A. Staff Recommendations: **Approval**

1. **Central CT State University**

Representing the agency was Dr. Zulma R. Toro, President, Rosa Rodriguez, Chief Diversity Officer, Nicholas D' Agostino, ODE Associate, and Sharon Gaddy, ODE Assistant.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet or substantially meet all of its hiring goals at 40%. The promotion goals were 39.8% met and program goals were met at 100% for this filing period. They did not have deficiencies in the prior plan review, therefore a Letter of Commitment was not required.

The Contract Compliance Set-Aside Program for FY 2015/2016 showed 2473% for the SBE Goal achievement and 581% for the MBE.

The filing history is as follows: 2011, disapproved, 2012, 2013, 2014, and 2015, approved. The current plan is recommended for approval and to retain annual filing status.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to **approve** the plan and to retain annual filing status of Central CT State University. The vote was 5- Yes, 0 – No, and 0- Abstentions. The motion carried unanimously.

Commissioner Tucker entered the meeting at 3:06 p.m.

2. **Department of Energy and Environmental Protection**

Commissioner Edith Pestana recused herself from this plan. She exited the meeting chamber at 3:05 p.m. She returned at 3:08 p.m.

Representing the agency were Commissioner Robert Klee and Barbara Viadella.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals. The agency did not meet all or substantially meet all of its hiring goals at 46.4%. The promotion goals were met at 60% and the program goals were 100% met for this filing period.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 632.3% goal achievement for the SBE and 902.1% for the MBE.

The five year filing history is as follows: 2012 (1st filing), 2013, 2014, and 2015 were approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to

approve the plan and to retain annual filing status of the Department of Energy and Environmental Protection Agency. The vote was 4- Yes, 0 – No, and 1- Abstention. The motion carried.

IV. Division Reports

Executive Director's Report: presented by Tanya Hughes, Executive Director

The Director thanked Commissioners Giliberto and Norton for attending the 3rd Annual Legislative Breakfast. She discussed the Governor's proposal to eliminate mediation for Respondents only, explaining that CHRO has no stake in the outcome of mediations. The total aged inventory was discussed as well as the critical need to hire personnel. She requested and welcomed the Commissioners' input and suggestions.

A detailed Production report was provided.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future events included

- Norwich Chamber of Commerce Event, Feb 10 at 7:45 a.m.
- Legislative Breakfast – Feb 8 at 8:30 a.m.
- Connecticut Bar Association, Labor and Employment Training, March 16
- Kids Speak and Kids Court, May 23
- Fair Housing Training, Feb 14

Outreach Successes

- CT Racial Profiling Advisory Board, Jan 19
- NYU law School Public Interest Fair, Feb 3
- PLUS Presentation: Discrimination Claim Trends and the CHRO, Jan 5
- Contractor Association Collaboration Meeting, Jan 4

A detailed report was provided.

Legislative Report: presented by Michelle Dumas Keuler, Commission Counsel

Attorney Dumas-Keuler reported that the Legislative session began 2 weeks ago and is in full swing. CHRO has given testimony regarding the:

- Pay Equity Bill
- HB 5740 – is regarding incentives for young professionals to live in the urban centers; CHRO is not in support of because age is mentioned (young)
- HB 6878 –CHRO is not in support of because segregation is mentioned
- HB 6874 – CHFA, age discrimination in housing; it is a bill for separate living areas for seniors and the disabled was also noted.

V. New Business: N/A

VI. Executive Session

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)

Pending Litigation – Waterbury Public Schools

The meeting went to Executive Session at 3:38 p.m. Invited into Executive session was Tanya Hughes, Cheryl Sharp, Emily Melendez, Michelle Dumas Keuler, Robin Fox and Kim Jacobsen.

Commissioner Norton made a motion to come out of Executive session at 4:15 and it was seconded by Commissioner Suggs. The motion carried unanimously.

Commissioner Tucker left during Executive session prior to any discussion as she has recused herself from the Waterbury Public Schools' proceedings.

VII. Vote on Executive Session Items

Commissioner Giliberto made a motion to have CHRO continue fact finding and return to the April meeting with a recommendation. It was seconded by Commissioner Suggs. The motion carried unanimously.

VIII. Old Business: Waterbury Public Schools, Michelle Dumas Keuler, Commission Counsel

The CHRO counsel will return to April meeting with a recommendation for the Waterbury Public Schools.

IX. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and seconded by Commissioner Giliberto. The motion to adjourn carried unanimously. The meeting ended at 4:20 p.m.